

**SEC. 506. INCREASE IN ELECTIVE WITHHOLDING RATE FOR NONPERIODIC DISTRIBUTIONS FROM DEFERRED COMPENSATION PLANS.**

(a) IN GENERAL.—Section 3405(b)(1) of the Internal Revenue Code of 1986 (relating to withholding) is amended by striking "10 percent" and inserting "15 percent".

(b) EFFECTIVE DATE.—The amendment made by subsection (a) shall apply to distributions after December 31, 2000.

Amend the title so as to read: "To authorize a new trade and investment policy for sub-Saharan Africa, expand trade benefits to the countries in the Caribbean Basin, renew the generalized system of preferences, and reauthorize the trade adjustment assistance programs."

**THE NURSING RELIEF FOR DISADVANTAGED AREAS ACT OF 1999**

LOTT (AND DASCHLE)  
AMENDMENT NO. 2326

Mr. ROBERTS (for Mr. LOTT (for himself and Mr. DASCHLE)) proposed an amendment to the bill (H.R. 441) to amend the Immigration and Nationality Act with respect to the requirements for the admission of non-immigrant nurses who will practice in health professional shortage areas; as follows:

At the end of the bill add the following:

**SEC. \_\_\_\_ NATIONAL INTEREST WAIVERS OF JOB OFFER REQUIREMENTS FOR ALIENS WHO ARE MEMBERS OF THE PROFESSIONS HOLDING ADVANCED DEGREES OR ALIENS OF EXCEPTIONAL ABILITY.**

Section 203(b)(2)(B) of the Immigration and Nationality Act (8 U.S.C. 1153(b)(2)(B)) is amended to read as follows:

"(i) WAIVER OF JOB OFFER.—

"(i) NATIONAL INTEREST WAIVER.—Subject to clause (ii), the Attorney General may, when the Attorney General deems it to be in the national interest, waive the requirements of subparagraph (A) that an alien's services in the sciences, arts, professions, or business be sought by an employer in the United States.

"(ii) PHYSICIANS WORKING IN SHORTAGE AREAS OR VETERANS FACILITIES.—

"(i) IN GENERAL.—The Attorney General shall grant a national interest waiver pursuant to clause (i) on behalf of any alien physician with respect to whom a petition for preference classification has been filed under subparagraph (A) if—

"(aa) the alien physician agrees to work full time as a physician in an area or areas designated by the Secretary of Health and Human Services as having a shortage of health care professionals or at a health care facility under the jurisdiction of the Secretary of Veterans Affairs; and

"(bb) a Federal agency or a department of public health in any State has previously determined that the alien physician's work in such an area or at such facility was in the public interest.

"(II) PROHIBITION.—No permanent resident visa may be issued to an alien physician described in subclause (I) by the Secretary of State under section 204(b), and the Attorney General may not adjust the status of such an alien physician from that of a nonimmigrant alien to that of a permanent resident alien under section 245, until such time as the alien has worked full time as a physician for an aggregate of five years (not including the time served in the status of an alien de-

scribed in section 101(a)(15)(J)), in an area or areas designated by the Secretary of Health and Human Services as having a shortage of health care professionals or at a health care facility under the jurisdiction of the Secretary of Veterans Affairs.

"(III) STATUTORY CONSTRUCTION.—Nothing in this subparagraph may be construed to prevent the filing of a petition with the Attorney General for classification under section 204(a), or the filing of an application for adjustment of status under section 245, by an alien physician described in subclause (I) prior to the date by which such alien physician has completed the service described in subclause (II)."

(IV) EFFECTIVE DATE.—The requirements of this subsection do not affect waivers on behalf of alien physicians approved under section 203(b)(2)(B) before the enactment date of this subsection. In the case of a physician for whom an application for a waiver was filed under Section 203(b)(2)(B) prior to November 1, 1998, the Attorney General shall grant a national interest waiver pursuant to Section 203(b)(2)(B) except that the alien is required to have worked full time as a physician for an aggregate of three years (not including time served in the status of an alien described in section 101(a)(15)(J)) before a visa can be issued to the alien under Section 204(b) or the status of the alien is adjusted to permanent resident under Section 245.

**HATCH AMENDMENT NO. 2327**

Mr. ROBERTS (for Mr. HATCH) proposed an amendment to the bill, H.R. 441, supra; as follows:

At the end of the bill insert the following:

**SEC. . FURTHER CLARIFICATION OF TREATMENT OF CERTAIN INTERNATIONAL ACCOUNTING FIRMS.**

Section 206(a) of the Immigration Act of 1990 (8 U.S.C. 1101 note) is amended to read as follows:

"(a) CLARIFICATION OF TREATMENT OF CERTAIN INTERNATIONAL ACCOUNTING AND MANAGEMENT CONSULTING FIRMS.—In applying sections 101(a)(15)(L) and 203(b)(1)(C) of the Immigration and Nationality Act, and for no other purpose, in the case of a partnership that is organized in the United States to provide accounting or management consulting services and that markets its accounting or management consulting services under an internationally recognized name under an agreement with a worldwide coordinating organization that is collectively owned and controlled by the member accounting and management consulting firms or by the elected members (partners, shareholders, members, employees) thereof, an entity that is organized outside the United States to provide accounting or management consulting services shall be considered to be an affiliate of the United States accounting or management consulting partnership if it markets its accounting or management consulting services under the same internationally recognized name directly or indirectly under an agreement with the same worldwide coordinating organization of which the United States partnership is also a member. Those partnerships organized within the United States and entities organized outside the United States which are considered affiliates under this subsection shall continue to be considered affiliates to the extent such firms enter into a plan of association with a successor worldwide coordinating organization, which need not be collectively owned and controlled."

**ADDITIONAL STATEMENTS**

**TRIBUTE TO THE HONORABLE  
BRUCE M. SELYA**

• Mr. CHAFEE. Mr. President, for the past 5½ years, Judge Bruce Selya has served as Board Chairman of the Lifespan hospital system, a network of five hospitals in Rhode Island and Massachusetts. After an impressive tenure, he is stepping down from that post this week.

As a United States Appeals Court Judge for the First Circuit, Judge Selya already has heavy responsibilities. Nevertheless, he approached this unpaid position with great energy and determination. He has been actively engaged in the health care debates in my state.

Indeed, he was one of the chief architects of the Lifespan system, helping to bring about the initial merger between Rhode Island Hospital and Miriam Hospital in 1994. As Chairman, he oversaw the addition of Bradley Hospital, Newport Hospital, and Boston's New England Medical Center to the system. Together, those five hospitals offer more than 1,600 beds. In 1998, they discharged more than 60,000 patients and treated nearly 200,000 emergency room visitors.

Presumably, any one or more of these facilities might have been acquired by an out-of-state hospital network, reducing them to "satellite" status and moving the decision-making authority out of Rhode Island. Thanks to Judge Selya's leadership and foresight, hospital decisions affecting quality of care for Rhode Islanders are still made within my state's borders.

These past five years have been tumultuous times for the hospital industry, marked by changes in the Medicare and Medicaid programs, and difficulties in the private health insurance market. Judge Selya recognized these challenges as they came along, and he has been responsive to them.

And so, Mr. President, I want to salute Judge Selya for his long-standing commitment to quality health care for the people of Rhode Island. Bruce is a good friend and a long-time supporter, going back to before my first campaign for Governor in 1962. I look forward to continuing our close association in the years ahead. •

**A SALUTE TO MEDAL OF FREEDOM RECIPIENT EVY DUBROW**

• Mr. HOLLINGS. Mr. President, I rise today to recognize my friend, Evelyn Dubrow, who recently received the Presidential Medal of Freedom. Unfortunately, a previous commitment prevented me from joining Evy's many friends and admirers at the ceremony, but I want to commend her on receiving the nation's highest civilian honor bestowed by the United States Government.

President Kennedy established the Presidential Medal of Freedom award in 1963 to honor persons who have made

especially meritorious contributions to the security or national interests of the United States, to world peace, or to cultural or other significant private or public endeavors. There is not a more deserving recipient of this award than Evy Dubrow. As founder of the Coalition of Labor Union Women and Americans for Democratic Action, she tackled difficult issues from fair trade to civil rights. As legislative director of UNITE and its predecessor, the International Ladies' Garment Workers Union, Evy spent her career fighting not only for labor rights, but for individual rights and humanity. She is by far one of the best I have had the pleasure to know and to work with.

Mr. President, I ask that President Clinton's remarks upon the presentation of the Presidential Medal of Freedom to Evelyn Dubrow be printed in the RECORD:

Evy Dubrow came to Washington more than 40 years ago, ready to do battle for America's garment workers—and do battle she did. When it came to the well-being of workers and their families, this tiny woman was larger than life. The halls of Congress still echo with the sound of her voice, advocating a higher minimum wage, safer work places, better education for the children of working families. And in opposition, to President Ford and me, she also was against NAFTA.

No matter how divisive the issue, however, Evy always seemed to find a way to bring people together, to find a solution. As she put it, there are good people on both sides of each issue. And she had a knack for finding those people.

By the time she retired two years ago, at the age of 80, she had won a special chair in the House Chamber, a special spot at the poker table in the Filibuster Room and a special place in the hearts of even the most hard-bitten politicians in Washington; even more important, for decades and decades, she won victory after victory for social justice. ●

#### A LESSON LEARNED THE HARD WAY

● Mr. LEVIN. Mr. President, it is with great sadness that I reveal yet another tragedy in my state. Early this week, in the dormitories of Kalamazoo College, a 20 year old student allegedly shot and killed his former girlfriend, before turning the gun on himself and committing suicide. Now, two students are dead, and the relatively small campus in Kalamazoo is in deep shock over the loss of their fellow classmates.

The apparent murder-suicide was announced in a campus-wide email, sent to all students to inform them that classes and school events would be canceled, trained counselors would be on hand, and a mass grieving assembly would take place on the campus quadrangle. To many, such an announcement must have seemed like a terrible nightmare. But students soon realized that this tragedy was not a dream and this week they have been trying to make sense of such senseless violence.

This week, students are being taught the most valuable lesson they'll ever learn in college. Unfortunately, it's a

lesson learned the hard way. What they will take away from this tragedy is the knowledge that guns can destroy innocent lives and devastate families; guns can result in pain, suffering, and loss of quality of life; and gun violence will continue to be a reoccurring nightmare for our young people unless Congress controls the easy access of guns among minors.

I ask that an article about this tragedy be printed in the RECORD.

The article follows:

[From the Kalamazoo Gazette, Oct. 19, 1999]

K-COLLEGE STUDENTS SEARCH FOR ANSWERS—MURDER-SUICIDE LEAVES MANY WONDERING WHAT THEY COULD HAVE DONE TO STOP IT

(By Lynn Turner and Mark Fisk)

The students came in groups of two or 10, quietly walking toward "The Quad" of Kalamazoo College just before noon on Monday.

By the time college President James Jones stepped to the portable podium on the east end of the grassy clearing, more than 300 students had gathered—eerily silent—to hear words that, maybe, would answer the question "Why?"

Why had junior Neenef Odah, 20, a computer science major, shot sophomore Margaret Wardle, 19, to death and then turned the shotgun on himself in an apparent murder-suicide?

Could others have recognized some sign and stopped the carnage?

"There is, to date, not a single indication that any of us could have foreseen what was festering in Neenef's mind and what drove him in the end to commit such a deed," Jones said as an occasional sob was heard from those at the gathering. "I ask you, therefore, on this serene quad, on this autumnal day, not to second-guess yourself.

"We shall not succeed today to make any sense of this endless night and their senseless deaths. All we mortals can do is hold tight to each other."

After Jones ended his 15-minute speech and walked away, the students continued to stand and sit in a ragged semicircle until some began shifting, forming knots of hugging students who cleared away each other's tears.

#### JEALOUSY POSSIBLE MOTIVE

Witnesses told police they heard a heated argument coming from within Odah's dorm room in DeWaters Hall around midnight Monday.

"They heard a female yelling, then some loud bangs," said Capt. Jerome Bryant of the Kalamazoo Department of Public Safety.

If Odah planned the shooting, he kept his intentions private. Several students told the Kalamazoo Gazette there were no warning signs that Wardle's life was in danger.

Police combing the school for clues also came up empty-handed.

Even talks with Wardle's mother and stepfather, and Odah's father on Monday shed no light on any problems between the two, Jones said.

Jealousy is considered the prime motive in the incident. The two had dated on and off for the past year.

"There was a homecoming dance over the weekend in which both people were in attendance," Bryant said. "She was dancing with another K-College student and possibly this is what invoked his rage."

The weapon used was a bolt-action shotgun, Bryant said. Wardle was shot at least twice.

"He had purchased it legally from a Kalamazoo-area gun dealer earlier this month," Bryant said.

#### SORTING IT OUT

About 25 minutes after the meeting, about 100 students remained in the quad. The mood remained heavy despite the sunshine.

The Rev. Ken Schmidt, pastor of St. Thomas More Student Parish, and pastoral team member Andy Lothschultz wandered among the students, offering hugs and shoulders on which to cry.

"I don't have anything to tell them that can make sense of something that doesn't make much sense," Schmidt said. "All I can do is listen and help them to process it for themselves."

Jessie Sheidt, finance director for K-College's Student Commission, was one of those trying to make sense of things. Although she didn't know either student directly, Sheidt said a friend of hers was a friend of Wardle's. "There's a total trust between students on this campus," she said of the 1,300-member student body.

Bad things don't happen here, she said. At least they're not supposed to.

Simone Lutz, president of the Student Commission, said that belief was the topic at hand during early morning meetings she had with students.

"We all think it doesn't happen here, but in all reality it does," she said.

But it hasn't shattered the bonds between students.

"The cocoon is still very much intact," Lutz said. "When something happens, we all come together. It develops a much closer bond to see people out here who care so much about the people who we've lost. . . . It's amazing, and I think it's an incredibly heartwarming thing."

#### ZERO TOLERANCE FOR WEAPONS

During a media briefing following Jones' speech at the quad, his patience slipped—showing the toll of the previous 12 hours—when he was asked what, if any, new information he had.

"We don't know any more than we knew this morning," he said curtly. "We have two dead students and a grieving campus."

Outside counselors are augmenting the college's staff at residence halls and Stetson Chapel, he said.

When asked about the weapon used in the apparent murder-suicide, Jones said that neither he nor Odah's roommate had a clue as to when it came into the dorm room or how long it had been there.

The roommate, who has not been identified except as a Hornet football player, was working in the college's ceramics studio at the time of the incident. He, along with two suite-mates, have been moved to new quarters, Jones said.

K-College has long had a zero tolerance policy for having weapons on campus, including weapons used as theatrical and sports-related equipment, said Marilyn LaPlante, a vice president there. This fall it became the basis for suspension.

Jones called for tighter gun control measures during his talk to students.

"I wish every congressman in Washington who has taken a position against gun control could walk on this campus this tragic day," he said. "I would imagine that a moment or two here would drive them to change the laws of the land tomorrow morning."

Wardle showed much promise.

Although few could make sense of Monday's tragic events, everyone agreed that Wardle was a young woman full of potential.

A science teacher called the National Honor Society member one of two of the most intelligent students he'd encountered.

Plainwell High School Principal Linda Iciek called her "a lovely young woman of character . . . an outstanding student who will be missed by students and staff alike."